

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

- APPLICATIONS** : The reference number should be featured in the subject line in the application e-mail sent to the Department. DALRRD requests applicants to apply by submitting applications on the new Z83 form obtainable from any Public Service Department or from the DPSA web site link: <http://www.dpsa.gov.za/dpsa2g/vacancies.asp>
- CLOSING DATE** : 30 July 2021 at 16:00
- NOTE** : The below positions are re-advertised, applicants who previously applied are encouraged to reapply if still interested. The requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government. Applicants should therefore attach proof that they have registered for the Pre-entry Certificate, which can be accessed using the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Failure to do this will result in the application being disqualified. Shortlisted candidates must provide proof of successful completion of the course. No appointment will take place without the successful completion of the pre-entry certificate and submission of proof thereof. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment in compliance with the Department of Public Service and Administration (DPSA) Directive on the Implementation of Competency Based Assessments. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the department. All shortlisted candidates will be subjected to personnel suitability checks and the successful candidate will have to undergo full security vetting. DALRRD may conduct reference checks which will include social media profiles of the shortlisted candidates. The successful candidate will be appointed subject to positive results of the security clearance process. The successful candidate will be required to enter into an employment contract, sign an annual performance agreement and annually disclose her or his financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. that should be accompanied by comprehensive CVs (previous experience must be expansively detailed) and copies of qualifications, service certificates to support senior management experience, driver's licence and proof of registration with professional bodies were applicable, identification document and permanent residency/work permit. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resource. Foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA). It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation. As from 1 January 2021, applications received on the incorrect application form (Z83) will not be considered. All required information on Form Z83 must be provided. Failure to complete or disclose all required information will automatically disqualify the applicant. Attachments to emailed applications must be limited to 10 megabytes and be as a PDF document. The DALRRD cannot be held responsible for server delays. Failure to submit the required documents will result in your application not being considered. If you apply for more than one post, submit separate applications for each post that you apply for. Correspondence will be entered into with short-listed candidates within three (3) months after the closing date of the post. If by then you have not been contacted for an interview you were not successful in your application. Important: DALRRD is an equal opportunity and affirmative action employer. It is our intention to promote representivity in DALRRD through the filling of posts. The Department reserves the right not to fill a position.

## MANAGEMENT ECHELON

<b><u>POST 25/01</u></b>	:	<b><u>DIRECTOR-GENERAL REF NO: 3/2/1/2021/006</u></b>
<b><u>SALARY</u></b>	:	R1 978 533 per annum (Level 16), (All-inclusive package to be structured in accordance with the rules for Senior Management Services (SMS) plus 10% non-pensionable Head of Department allowance) (This is a performance-based contract position of 5 years).
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	Successful completion of Pre-entry Certificate for SMS as endorsed by the National School of Government (NSG). Bachelor's Degree or Advanced Diploma (NQF Level 7) and a Post Graduate qualification (NQF Level 8) in relevant areas of Agriculture, Land Administration, Rural Development as recognised by SAQA. Post Graduate qualification in Business Administration, Project Management or Public Administration will be an added advantage. Eight (8) to ten (10) years relevant experience at executive managerial level in a large organisation of which at least three (3) years' experience within any organ of state and the ability to provide strategic leadership and direction to the current team. Job Related Knowledge: Applicants must have sound knowledge and understanding of the following: Knowledge of Public Service Legislation. Knowledge and understanding of relevant legal frameworks. Thorough understanding of the political mandate of the Department. Understanding of key government priorities. Knowledge and experience in Land Reform, Policy and Rural Development. Thorough knowledge and understanding of the Public Finance Management Act (PFMA). Ability to provide strategic leadership aimed at supporting the vision and mission of the Department. Ability to implement outcome-based performance management system. Extensive managerial experience in the management of financial and human resources. Proven ability to innovate. Ability to initiate and support organisational transformation and change. Ability to explore and implement new ways of delivering service. Ability to work together with civil society, business, academia and the international community. Highly developed liaison skills. Job Related Skills: Strategic capability and leadership skills. People management and empowerment skills. Financial management skills. Communication and negotiation skills. Monitoring and evaluation skills. Coordination and facilitation skills. Programme and Project management skills. Change management skills. Knowledge management skills. Service delivery innovation skills. Problem-solving and analysis. Client orientation and customer focus. A valid driver's licence. Passion to drive the Department's critical mandate in ensuring and creating equal opportunities for rural communities by creating the necessary platforms for economic and social transformation and sustainability.
<b><u>DUTIES</u></b>	:	Improve governance and service excellence. Ensure compliance with government legal prescripts. Create an environment for innovation in service delivery. Build strong internal controls. Oversee the effectiveness of internal controls, governance and risk management of all business processes. Ensure full compliance with policies. Support effective change management and capacity development. Oversee comprehensive result based on planning, monitoring and evaluation that drives performance of the Department and ensures delivery on expected outcomes. Oversee the effective, fair management of human resources; information and communication technology services; legal and legislation development services; the provision of strategic communication services; corporate support integration and reporting services; and the management of effective, efficient, economical and transparent use of financial resources within the Department. Oversee the rendering of safety and security services; and coordinate provincial and district operations of departmental services and programmes. Ensure Spatial Transformation, effective and efficient land administration. Oversee spatial integration-coordination, integrated and cohesive national development enabling economic growth and spatial transformation at scale. Oversee development of an Integrated Land Administration System; the target of achieving equitable access to land; the review of applicable legislation, namely Deeds and Cadastral; the creation of a uniform, recognisable and comprehensive system of Spatial Planning and Land Use Management that promotes social inclusion, economic inclusion, equal opportunity and equal access to government services. Oversee the management of processes relating to the National Spatial Development Framework (NSDF); and the finalisation of the Integrated Land Administration System (ILAS) Framework approval. Redress and provide

equitable access to land and producer support. Oversee the implementation of the National Policy on Comprehensive Producer Development Support (NPCPDS) by implementers to achieve food security, sustainable productivity and production in order to achieve the sustainable development goal. Oversee the development and coordination of policies and programmes in support of the implementation of land reform. Oversee the strive towards equitable access to land, land distributed to previously disadvantaged individuals allows them to effectively participate in land utilisation for agriculture, housing or commercial use. Coordinate and manage restitution support services and financial support programmes; Oversee the identification and mapping-out of restituted farms and the provision of smallholder producers with comprehensive support packages to enable participation in the mainstream economy. Increase production in the Agriculture Sector. Oversee strategic guidance and frameworks for the development of legislation, policies and strategies in relation to animal production (this includes game farming/wildlife ranching) and plant production. Oversee coordination of participation in national, regional and international structures for purposes of promoting and managing agricultural production. Provide strategic and policy leadership with regards to sustainable natural resources. Increase market access and maintenance of existing markets. Oversee market access initiatives – ability of agribusinesses to penetrate and participate in mainstream value chains and agricultural exports. Oversee the provision of comprehensive support for small businesses and the implementation of trade agreements by trading partners, adherence to product standards (Global-Gap), Product competitiveness in global market and the buying power of trading partners. Initiate and oversee trade policy reform. Oversee trade facilitation and implementation – infrastructure, regulatory framework, trade agreement; the provision of capacity and skills for trade-related infrastructure; the implementation the international Relations Strategy. Oversee prioritisation of high return industries and avail support programmes. Oversee the leveraging private sector investments with public investment. Ensure integrated and inclusive rural economy. Oversee planning and coordination in the provision of basic services and rural town development (inclusive of job creation in rural areas); the mobilisation and organisation of rural communities (inclusive of job creation in rural areas), and the support to rural enterprises and operationalising Agri-parks comprising of three distinct but interrelated basic components namely the Farmer Production Support Units, Agri-Hubs and Rural Urban Market Centres; the initiation of enabling rural development legislation and the Rural Development Policy and Rural Development Strategy. Ensure extensive stakeholder involvement across all spheres of government. Enhance biosecurity and effective disaster risk reduction. Oversee strategic guidance and frameworks for the development of legislation, policies and strategies in animal health, plant health, food safety, disaster risk management and protection of the environment. Oversee the provision of strategic guidance and frameworks for the development of legislation, policies and strategies in relation to quality assurance and inspection services. Oversee coordination of participation in national, regional and international structures for purposes of promoting and managing agricultural production, food safety, biosecurity and disaster risk management. Oversee community networks created to support government initiatives to promote biosecurity.

**ENQUIRIES  
APPLICATIONS**

: Ms K Kgang Tel No: (012) 319 7333  
 : Please ensure that you email your application to: [post006@dalrrd.gov.za](mailto:post006@dalrrd.gov.za) before the closing date as no late applications will be considered. Applications and supporting documents sent to email addresses that are not specified in the advertisement for the post that you are applying for will not be accepted. Failure to do this will result in the application being disqualified.

**POST 25/02**

: **DEPUTY DIRECTOR-GENERAL: SPATIAL PLANNING AND LAND USE  
MANAGEMENT (SPLUM) REF NO: 3/2/1/2021/008**  
 Branch: Spatial Planning and Land Use Management

**SALARY**

: R1 521 591 per annum (Level 15), (All-inclusive package). The package includes a basic salary (70% of package), and a flexible portion that may be structured in accordance with the rules for Senior Management Services (SMS).

**CENTRE**

: Pretoria

**REQUIREMENTS**

: Successful completion of Pre-entry Certificate for SMS as endorsed by the National School of Government (NSG). Bachelor's Degree (NQF level 7) in Town and Regional Planning / Urban and Regional Planning and Honors Degree or Post Graduate Diploma (NQF level 8) in Town and Regional Planning / Urban and Regional Planning. Registered at the South African Council for Town and Regional Planners. 8 to 10 years' experience at senior management level. Job Related Knowledge: Applicants must have thorough knowledge and understanding of the following: Public Service environment, Public Finance Management Act and related Treasury Regulations. Understanding of the South African economy with respect to industrial development, growth, equity and empowerment. Sound understanding of the interconnectedness of Government policies and strategies. Job Related Skills: Strong strategic planning and leadership skills. Analytical, innovative, problem solving, interpersonal and human resource management skills. Skilled negotiator and self-confident decision maker. Good report writing and excellent financial management skills. High level of computer literacy and ability to communicate effectively at all levels. A valid driver's licence and a willingness to travel both locally and internationally.

**DUTIES**

: Manage the development policy and standards, provide support and monitor implementation of Spatial Planning and Land Use Management (SPLUM) Spatial Data Infrastructure legislation and capacitate organs of state. Monitor compliance with the provisions of Land Use Management Legislation. Oversee the development of planning policy and standards. Provide support to monitor implementation of SPLUM Spatial Data Infrastructure legislation and capacitate organs of state. Manage the provision of Spatial Development Frameworks, Spatial Information and Environmental Planning Services. Provide support in the development of spatial planning tools in support of effective Spatial Development. Manage the provision of spatial information services. Manage the provision of environmental planning services. Manage the provision of integrated spatial planning. Facilitate alignment and coordination of spatial plans across the spheres of government. Manage the provision of development and planning support for Land Use Management, Spatial Planning and Spatial Information Services at Provincial level. Provide oversight to the South African Council for Planners. Ensure the promotion of the collaboration between planners, communities, civil society and other interested parties. Attend to Ministerial and Parliamentary enquiries. Oversee the provision of programme management support. Ensure the provision of financial administration support. Ensure the provision of human resource administration support. Ensure the provision of supply chain administration support. Ensure the provision of office services support. Ensure the facilitation, coordination and administering of projects. Ensure and address compliance and audit issues. Manage strategic, business and operational plans of the Branch. Report to Parliament Committees and to the Minister when required and instructed by the Director-General.

**ENQUIRIES**

: Ms K Kgang Tel No: (012) 319 7333

**APPLICATIONS**

: Please ensure that you email your application to: [post008@dalrrd.gov.za](mailto:post008@dalrrd.gov.za) before the closing date as no late applications will be considered. Applications and supporting documents sent to email addresses that are not specified in the advertisement for the post that you are applying for will not be accepted. Failure to do this will result in the application being disqualified.